

CU VOICE

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EDITORIAL

The Librarian and the Union

This age, like many that have preceded it, is one of inverted values. A man's remuneration and status are seldom commensurate with his contribution to the cultural life of the nation. Teachers and librarians, upon whose efforts depends the transmission of knowledge from generation to generation, are among the lowest paid and least esteemed members of American society. This is particularly evident when the qualifications and training required of them are concerned.

Librarians have never been famous for their militancy. Devoted to the realm of ideas rather than to the world of action, they are inclined to feel themselves inferior in a society that measures success in terms of aggressiveness, power, economic advancement and the acquisition of property. Timidity and complacency have characterized their attitudes toward both their jobs and the outside world. Those of us who work in educational institutions are all too ready, along with members of the teaching profession, to take vows of academic poverty and then stand around and

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We're Only Ninth - - - So We'd Better Try Harder

The following list shows some of the library systems in the state of California which offer higher salaries than the University for the first professional position:

	salary range
Los Angeles County	575-641
Inglewood Public	545-641
Anaheim Public	543-660
San Francisco	518-628
Orange County	516-641
San Diego County	507-616
Contra Costa County	507-613
Yolo County	502-610
University of California	500-617

How Do We Compare With Other Libraries?

- In August 1964, a committee of college librarians of California State Colleges surveyed 58 colleges and universities throughout the country on "Fringe Benefits of Academic Librarians."

90% of the institutions grant librarians academic status; 53% grant them academic rank.

72% grant tenure; another 14% grant some sort of position security short of tenure.

57% grant sabbatical leaves; another 22% grant paid leaves other than sabbaticals.

Upwards of 31% grant 13 or more days of sick leave per year.

- Of 83 institutions surveyed recently by the Staff Association of Temple University, 54% grant leaves with pay of some sort.
- 132 publicly supported colleges and universities in 39 states give their professional librarians bona fide titles of faculty

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The Berkeley University Teachers Union was organized in 1962 by faculty members and professional librarians on the Berkeley campus

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THE LIBRARIAN AND THE UNION (cont.)

watch the cost of living disappear into the clouds.

There are no doubt many among us who feel that our working conditions need improvement, not exclusively in terms of higher salaries, but in other respects as well. But "typical librarians" somehow feel that joining a labor union is not "genteel", not quite consistent with the "dignity" of the profession. They overlook the fact that doctors belong to the American Medical Association---in effect a labor union; that thousands of editorial writers and reporters belong to the American Newspaper Guild; that thousands of actors, architects, screen writers, opera singers, members of symphony orchestras, and other professionals, all carry union cards. They are reluctant to face one of the facts of modern life: that institutional changes are rarely effected by individual action. As the growing size and complexity of institutions diminishes the role and the voice of the individual, it becomes increasingly important to support organizations dedicated to concerted action by and for their members.

Librarians are too inclined to accept fatalistically the premise (or to act on the assumption) that if they don't like the conditions or the salary where they work, they are free to resign and go elsewhere, instead of attempting to improve the situation in which they find themselves. But problems are seldom solved by sidestepping them.

Many Library employees, professional as well as clerical, recognize the need for the collective action a union can supply, but hesitate to join. They are deterred by a vaguely defined feeling that their membership will be looked on with disfavor by "Administration." This feeling, though understandable, is not well founded. The University of California has stated that it neither encourages nor discourages employee organizations. It is, as a matter of fact, one of the largest employers of union labor in the East Bay, with 1500 employees on campus represented by 33 separate union locals. In today's climate of labor and industrial relations, no institution wishes to go on record as opposing unions. No responsible administration would allow itself to be placed in the position of discriminating against an employee for union membership or activity.

Many other members of the library staff are probably in sympathy with the union, but have adopted a "wait and see" attitude toward

Academic Status, California Style

From "Status of University Librarians---1964", by Robert B. Downs, in College & Research Libraries, July 1964, page 252:

"The national trend toward academic recognition of librarians in universities, reported seven years ago, has continued to make solid, if perhaps unspectacular progress. New converts, principally among state institutions, have swelled the ranks of those universities where librarians are accorded the responsibilities and perquisites of academic or faculty status..."

"The most important development of the past few years has been the extension of academic status to librarians in a number of leading institutions. A major victory was won in California in 1962 when President Clark Kerr issued the following announcement for all campuses of the University of California:

"Under the new classification and salary plan, professional librarians will be classified as academic employees. At the statewide level they will come under the jurisdiction of the Academic Personnel Unit in my office."

Mr. Kerr's final comment, not quoted directly by Dr. Downs:

"The change from nonacademic to academic status will not affect existing fringe benefits and working conditions."

Plus ça change, plus c'est la même chose.

it. If the union, at its present strength, is able to effect some significant improvements, they may consider joining. But these librarians are overlooking one of the basic facts about an employee organization: that its effectiveness depends upon its strength of numbers. The larger our membership in relation to the total library personnel, the more securely and authoritatively we may cooperate with the library administration and the University to bring about changes in our circumstances. Success depends upon concerted action, collective action; it is not assured by a "Wait and see" or "Let George do it" attitude. In order to achieve significant results with the least possible delay, the union needs the whole-hearted support of all library staff members NOW!

The Beginning of the Chapter

The brief history of the Library Chapter of the Berkeley University Teachers Local 1474, American Federation of Teachers (AFL-CIO), began with a call to a librarians' general meeting on April 29, 1965. That announcement stated, in effect, that librarians at Berkeley have at present no meaningful voice on issues affecting their own welfare; that they should have their own organization, devoted to their own interests; that such an organization could do a great deal to clarify long-standing problems and reach satisfactory solutions through discussions with Library and University Administration.

At a meeting on May 5, a formal Library Chapter was established and officers elected.

On June 17, several specific points were submitted to Library Administration for consideration. They dealt with the disparity between benefits for librarians at different campuses of the Statewide University; with the question of time off to perform civic duties; with Administration's definition of "administrative personnel" as it affects membership in labor organizations; and with the University's definition of "academic status" as applied to librarians. Further points to be submitted will concern salaries, faculty rank, tenure, sabbatical leaves, parking privileges, the waiving of all fees for relevant academic study, and the broad encouragement of professional activities inside and outside the Library.

Humphrey an AFT Member

The following statement was made by Vice-President Humphrey when U.S. Senator from Minnesota in an address to the 43rd AFT annual convention in Minneapolis:

I am a member and mighty proud of my affiliation with the American Federation of Teachers. I want the AFT to know that I am exceedingly grateful for the splendid leadership given the field of education by the AFT....

I want to salute all the members of the AFT for the important and articulate part they play in the great American labor movement. One of the best aspects of the labor movement is the presence of the AFT---whose strength lies in its affiliation with the AFL-CIO.

The American Teacher,
Vol. 11, No. 7, June 1965, p. 4.

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A Statement Of Purpose

Pick up any one of a dozen periodicals devoted to libraries and librarianship. You will find articles light or learned, witty or pedestrian, approving or castigating, dealing with funds, budgets, building design, equipment, acquisitions, cataloging problems, administrative techniques, conferences, long-and short-range goals, automation, public service, recruitment, personnel selection, censorship, and a host of other topics of interest to some librarians somewhere. There is something for everyone. You may even find articles on librarians' salaries and working conditions. The tone of these infrequent essays is usually one of cautious optimism: things used to be much worse than they are now; improvements are visible on a broad, if scattered, front; much remains to be done. Exactly who will do what--and when, and how--are questions the authors rarely have answers for.

CU Voice will attempt to supply some of those answers. It will deal with problems and issues not generally discussed in the professional publications; with individuals rather than administrative complexes. It will state the problems; it will propose solutions. It will cooperate with Library and University Administration in attaining the goals that all of us seek. It will cooperate with other organizations on and off campus whose goals are similar to ours. It will act as a clearinghouse for information about the condition of librarians throughout the nation. To that end, it invites everyone to submit for possible publication material that may help to assess the unique position of librarians in the educational and cultural life of the country.

Recommended Reading

Lewis C. Branscomb, "Tenure for Professional Librarians on Appointment at Colleges and Universities." In College & Research Libraries, July 1965.

John Clopine Jr.: A History of Library Unions in the United States. Rochester, N.Y., University of Rochester Press, 1955.

Both publications are available in Library School Library.

Major Gain By Non-Professionals At Berkeley

For many years, student part-time employees of the University were required to work 2080 hours, or approximately two years, before receiving their first raise. Absence for the summer, or even falling below the minimum number of hours in any one month, cancelled the cumulation of their hours; when they returned to work after such an absence the count of their time began from that resumption of duty. It was quite possible for students to work for the Library during their entire college careers without ever becoming eligible for a single raise in pay. In contrast, a full-time employee works for only six months, or approximately 1000 hours, before getting his first raise.

HOW DO WE COMPARE... (continued)

rank, according to a list compiled by Harold D. Jones, President of the Library Association of the City University of New York and Assistant Librarian of Brooklyn College. The list is known to be incomplete.

During the last week of April 1965, the Grievance Committee of Local 1570, AFT, headed by John Cajina of the Loan Department, Library, submitted a written request to John Wagner, the Campus Personnel Officer, that this time requirement for students be lowered to 1000 hours, and that it be made cumulative, to extend over periods of absence that did not exceed four months.

Mr. Cajina and Mr. Wagner met frequently thereafter. In late June, the Statewide Personnel Office agreed to lower the requirement for students to 1260 hours, and agreed also to a provision for the cumulation of hours over periods of absence not to exceed six months. The new regulation became effective on July 1, 1965, although funds for those now qualifying for a raise in pay will not be available until at least October of this year.

A study published recently by the Research Division of the AFL-CIO states that the average American worker with a wife and two children needs \$123 a week (\$6418 a year) to provide the necessities of life for himself and his family. The newly revised salary scale for University of California librarians provides this subsistence level at the second step of Librarian-1.

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